Government of Saskatchewan

Annual Report 2000 - 2001

Saskatchewan Women's Secretariat

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LETTERS OF TRANSMITTAL

Her Honour the Honourable Lynda Haverstock
Lieutenant Governor
Province of Saskatchewan

Your Honour,

I have the honour of submitting the annual report of the Women's Secretariat for the period April 1, 2000 to March 31, 2001.

Respectfully submitted,

Doreen Hamilton
Minister Responsible for the
Status of Women

LETTERS OF TRANSMITTAL

Honourable Doreen Hamilton
Minister Responsible for the Status of Women

Dear Ms. Hamilton,

I have the honour of submitting the annual report of the Women's Secretariat for the period April 1, 2000 to March 31, 2001.

Management is responsible for the integrity of the financial data reported by the department. Fulfilling this responsibility requires the preparation and presentation of financial information and other data in accordance with the guidelines developed by the Department of Finance, with any exceptions specifically noted.

Management uses internal accounting controls and applies policies and procedures identified in the Financial Administration Manual and the Treasury Board Accounting and Reporting Manual.

Management also exercises its best judgment in order that such documents accurately and fairly reflect the activities of the department and the uses of the financial resources provided to the department.

Management believes that the existing internal controls provide reasonable assurance that assets are safeguarded and that the financial records are reliable for preparing financial information and maintaining accountability for assets.

Women represent more than 50% of the Saskatchewan population. The pattern of women's and men's involvement in economic, social and legal structures differs substantially. As such, there tends to be differential impacts on women and men resulting from the policies, programs and practices that inform these structures.

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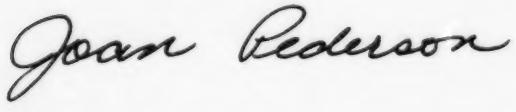
LETTERS OF TRANSMITTAL

There is growing recognition for the value of integrating gender-based analysis, including taking into account other factors in addition to gender, to inform and improve policy and program development processes, particularly when systematically applied throughout the decision-making process.

The Women's Secretariat provides evidence-based research, analysis and policy advice on government policies and programs affecting Saskatchewan women, and promotes the use of gender-based analysis. Through these strategic supports, the Secretariat works with government and community to ensure that the knowledge and capacity to work towards women's equality is provided.

Addressing status of women issues is a complex, but essential challenge that is the responsibility of all governments to address. This challenge is one that the Government of Saskatchewan places as a priority.

Respectfully submitted,



Joan Pederson
Acting Executive Co-ordinator
Saskatchewan Women's Secretariat

Strategic Direction of the Women's Secretariat

Gender Equality a Priority

Gender equality has been identified as a priority goal by governments in Canada and around the world. It is viewed as an objective in its own right, and as a means of achieving other forms of well-being for individuals and society.

Within the context of the Social Union Framework for Canadians, equality principles are clearly outlined. They include:

- treat all Canadians with fairness and equity;
- promote equality of opportunity for all Canadians; and,
- respect the equality, rights and dignity of all Canadian women and men and their diverse needs.

Commitment to Gender-Based Analysis

In Canada in 1996, First Ministers created the Federal-Provincial/Territorial (F-P/T) Council on Social Policy Renewal. While mandated to guide the social union initiative, the Council monitors work on overarching social policy issues, and does so with reference to a series of principles. One of the 15 principles that First Ministers agreed to support in relation to guiding social policy reform and renewal, is that "Social policy must recognize and take into account the differential impact social programming can have on men and women." In the context of the Social Union Framework Agreement, each government agreed to measure the outcomes of its social programs, and to report regularly on the performance of these programs. First Ministers' commitment to the principle cited above means that outcome measures must take gender into account.

These commitments are key strategic factors in relation to the work of the Women's Secretariat. Our mandate is shaped by these commitments, and our work both inside government and in the community at large, is dedicated to ensuring that strategic supports – including evidence-based research and gender-based policy analysis, as well as leadership and assistance – are provided so that all sectors of society have the knowledge and capacity to work towards women's equality and the building of a more prosperous province.

Gender-based analysis recognizes the substantial differences between the patterns of women's and men's involvement in economic, social and legal structures, and how these patterns are further affected by Aboriginal status, visible minority or immigrant status and disability. There is growing recognition of the potential of gender-based analysis to inform and improve policy and program development and implementation processes, particularly when it is systematically applied from beginning to end, throughout the policy process.

Indicators Used As Benchmarks

Federal-Provincial/Territorial Ministers Responsible for the Status of Women have worked in partnership with Statistics Canada to design a set of indicators to enhance understanding of women's economic realities.

These indicators are intended for use by governments, businesses, community organizations and others in undertaking gender-based analysis.

These economic gender equality indicators focus on key areas that affect women's economic security, including: earnings; paid and unpaid work; and education and training. Such indicators are intended to function as benchmarks against which women's economic equality can be measured and monitored, just as the economy's growth can be measured in terms of Gross Domestic Product (GDP).

The Women's Secretariat has produced a number of indicator reports and statistical updates that provide a foundation for developing public policy in Saskatchewan.

Role of the Secretariat

The Women's Secretariat provides the resources and analytical support that are required to fulfill our commitment as a province to working within the context of the Social Union Framework, and to upholding the Federal-Provincial/Territorial Premiers' commitment to assessing the impacts of policy reform on women.

Legislated Mandate

The Minister Responsible for the Status of Women has responsibility for the following acts:

The Women's Affairs Act
The Family and Community Services Act

Under these Acts, the Saskatchewan Women's Secretariat is responsible for providing leadership to government on policy directions affecting the status of women. The Secretariat is also responsible for establishing and maintaining communication with the women's community, and ensuring the Minister is advised of issues and concerns.

The Saskatchewan Women's Secretariat is a stand-alone agency of the government. The Secretariat reports directly to the Minister Responsible for the Status of Women. The Executive Co-ordinator of the Women's Secretariat sits on the Management Committee of Deputy Ministers. The role of the Women's Secretariat is to work with others to promote social change to achieve social, economic and political equality for women.

It is the role of the Women's Secretariat to work within government and the community to recognize and address the differential impacts of policies and programs on women. By conducting gender-based analysis, the Women's Secretariat articulates and recommends strategies to address inequities.

Guiding Principles

- Equity
- Respect
- Inclusiveness
- Accountability
- Integrity

Vision

A prosperous Saskatchewan that benefits from the economic, social and political equality of women.

Goal

Economic security and independence, safety and well-being for Saskatchewan women.

Objectives

- Increased reflection of issues affecting women in government policies.
- Improved information to support policy decisions impacting women.
- Increased knowledge and capacity of community to address status of women issues.

2000-2001 HIGHLIGHTS

Provincial Conference on Gender-Based Analysis

As a means of continuing its commitment to facilitate and promote the integration of gender-based analysis into decision-making processes of government, community and the public sector, the Women's Secretariat sponsored a provincial conference, *If Gender Mattered...Policy and Strategies to Advance Women's Equality.*

The conference was attended by approximately 300 individuals, including policy analysts, researchers, program developers, elected officials, students and service providers from both the public and private sectors, as well as community-based organizations and unions.

Keynote speakers addressed: the socio-economic, cultural and ideological differences between Aboriginal and non-Aboriginal women as a means of exploring points of connection; and, the need for progressive strategies to support women's advancement in the workplace.

A series of concurrent sessions provided the forum for discussing some key issues of concern relating to the status of women in Saskatchewan, including: women's unpaid work; women's health and public housing policy; Aboriginal women and leadership; women's poverty; family violence for rural women; and workplace violence and abuse.

International Women's Day (IWD) - March 8

International Women's Day is a key date for women. It is a day when women throughout the world take time to commemorate their struggles and to celebrate their accomplishments. It is also a time for organizations to raise awareness and understanding of their work so that women's equality issues are not taken for granted.

To assist groups in hosting International Women's Day activities and events, the Women's Secretariat offered an IWD grant program to Saskatchewan non-profit, community-based organizations that provide services to women and/or work towards equality for women. Grants of $500 per organization were provided to applicants that met grant criteria.

The response to the program was both enthusiastic and overwhelming. One hundred and one groups, representing women from diverse backgrounds, benefited from the opportunity to profile their organization, pay tribute to their membership, and recognize women in their community who had worked diligently to improve the quality of life for other women, children and families. IWD events also provided opportunities for participants to network, to talk about common concerns, to recognize successes and to plan future actions. Activities occurred in larger centers, smaller

2000-2001 HIGHLIGHTS

towns and villages throughout the province – from Beauval and Macklin to Assiniboia and Norquay. Activities ranged from large-scale conferences to recognition luncheons; from formal award ceremonies to workshops on issues such as family violence. Open houses, workshops, theatre presentations, essay contests, and historical legacies honouring women were some of the events that occurred for International Women's Day.

Moms On the Move (MOM) Scholarship Program

In celebration of the millennium, the Women's Secretariat developed the Moms On the Move (MOM) Scholarship Program. This program provided ten $1,000 scholarships to Saskatchewan single-parent women committed to improving their lives and the lives of their children through education.

One of the special features of the scholarship was its emphasis on debt reduction. In order for recipients to receive the maximum value of the scholarship without compimising their entitlement to student loan assistance, the scholarship was designed to be directly applied to the recipient's outstanding student loan. Nine of the ten scholarships awarded were applied directly to student loan accounts.

Another feature of the scholarship was the representation of single-parent women from the employment equity groups – Metis and First Nations women, visible minority women and women with disabilities were represented.

Statistical Updates on the Status of Women

The Women's Secretariat initiated a series of Statistical Updates, seven of which were published during 2000 – 2001. The issue areas addressed include the following: employment; education; Aboriginal women; immigrant women; rural women; senior women; and visible minority women. The updates are available for distribution as factsheets, and are also available for downloading through the Secretariat's website.

These statistical updates are designed to provide decision-makers in a range of sectors with timely and accurate information on women, that will aid them in responding more effectively to issues of concern to women, as well as to understanding the particular circumstances that confront specific groups of women.

ORGANIZATION CHART

M121

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A PROFILE OF WOMEN IN SASKATCHEWAN

While progress has been made, women have not yet achieved economic, social and political equality. This section provides a statistical profile of Saskatchewan women by speaking to the key indicators that reflect women's socio-economic status, including: employment; education; violence; and other factors.

As a group, women are diverse. They have different experiences, needs and concerns. Therefore, statistical information is highlighted that further details the profile of Saskatchewan women based on Aboriginal status, immigrant and visible minority status, age and disability.

This type of information is the foundation on which decision-makers can consider key differences in the lives of women and men, and how public policy can be designed to help ensure equitable outcomes for all citizens.

The sources for the following selected statistics are the Saskatchewan Women's Secretariat's Statistical Updates on the Status of Women series, available through the Secretariat.

Employment

- In 2000, women accounted for 46% of people with paid employment, compared with 37% in 1980.
- In 2000, 39% of women worked part-time (less than 30 hours per week), compared with 20% of men who worked part-time. One in every ten women in the Saskatchewan labour force holds two or more jobs simultaneously.
- In 1998, women working on a full-time, full-year basis earned 77% of what men working on a full-time, full-year basis earned. This compares with 69% in 1988 and 66% in 1980.

Education

- The percentage of women with at least some post-secondary education has increased from 29% to 46% between 1976 and 1996, compared with 25% to 40% for men.
- In 2000, women with less than Grade 12 earned, on an hourly basis, 73% of what men with a similar education earned. Women with university degrees earned 83% of what men with a university degree earned.
- Less than 2% of women have a post-secondary education degree in engineering, mathematics or the physical sciences.

Aboriginal Women

- Eleven percent of Saskatchewan women are Aboriginal – two-thirds of the women are First Nations and one-third are Métis. Aboriginal women are younger – two-thirds of Aboriginal girls and women are under the age of 30, compared to 40% of non-Aboriginal girls and women.

- In 1996, 21% of First Nations women, 28% of Métis women and 38% of non-Aboriginal women had completed post-secondary education.

- The average personal income in 1995 for Aboriginal women was $10,200, compared to $16,300 for non-Aboriginal women. The percent of the adult population that was employed in 1996 was 28% for First Nations women, 44% for Métis women and almost 60% for non-Aboriginal women. Young Aboriginal women aged 15-24 had an employment rate of only 21%, compared to 58% for non-Aboriginal young women.

Rural Women

- Just over half of rural women lived in a small community (of less than 7,000 persons), 42% lived in rural municipalities and 6% lived on-Reserve.

- The 1996 Census of Agriculture indicated that 3% of Saskatchewan's 57,000 farms were operated solely by women, and 22% were jointly operated by a husband-wife couple. In 1995, 4 out of 10 women farm operators also had an off-farm job.

- In 1995, rural women had annual gross incomes of $13, 830, compared with $17,340 for urban women and $24,370 for rural men.

Senior Women

- In 1996, senior women in Canada made up 7.1% of the total population, compared with 8.3% in Saskatchewan. Sixty-five per cent lived outside of Regina and Saskatoon in rural areas.

- Forty-five percent of women over age 65 were living in a family with their spouse or common-law partner; 41% were living alone. Sixteen per cent of those 75 years and older were living in "collective households" such as special care homes.

- In 1995, senior women had annual gross incomes of $16,670 compared to the average of $25,820 for senior men.

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Immigrant Women

- More than one-half of Saskatchewan's immigrant women arrived in Canada before 1971 – only 30% are recent, arriving after 1980. More recent immigrants have predominantly come from Africa, Asia, the Middle East, and Central and South America.

- Forty-three percent of immigrants arriving after 1980 have a post-secondary degree, diploma or certificate, compared to 37% of non-immigrant women.

- Many recent immigrants work in business, health and other occupations. Despite their high levels of completed education, however, recent immigrants are concentrated in low paying service sector industries. The unemployment rate for recent immigrants is 10%.

Visible Minority Women

- 2.8% of the Saskatchewan population are visible minorities. Forty-one percent of visible minority women were born in Canada. The largest visible minority groups in Saskatchewan are Chinese, South/ Southeast Asian, Black and Filipino. The women are younger on average than other Saskatchewan women.

- The unemployment rate of 9% for visible minority women was higher than the provincial average for women at 7%. In 1995, incomes for visible minority women were below the Saskatchewan average - $13,400 compared with $15,800.

- Twenty-two per cent of visible minority women have a university degree, compared to 10% of all women in Saskatchewan.

Women with Disabilities[1]

- Census data indicates that in 1995 in Canada, women with disabilities had a labour force participation rate of only 38%, compared with a participation rate of 76% for women without disabilities.

- Canadian women with disabilities had an unemployment rate of 15%, compared to 8% for women without disabilities. Aboriginal women with disabilities had an unemployment rate of 25%.

- Twenty-seven percent of women aged 16-64 with disabilities were below the low-income cut-off in 1997, compared to 13% of women without disabilities.

Violence Against Women[2]

- One in four women in Saskatchewan has experienced violence at the hands of a current or former spouse.[3]
- Approximately half a million children in Canada have heard or witnessed a parent being assaulted by their spouse.
- Despite yearly fluctuations, in Canada the annual rate of spousal homicide has declined between 1979 and 1998. Within this time period, 1,468 women were killed by their spouses.
- Approximately 690,000 Canadian women who had a current or former partner in the past five years experienced at least one incident of violence.
- Sixty-five percent of Canadian women who were assaulted by a partner were victimized on more than one occasion.
- In Saskatchewan in 1999-2000, there were 3,464 admissions of women and dependent children into shelters.[4]

[1] Federal, Provincial and Territorial Ministers Responsible for Social Services, *In Unison 2000: Persons with Disabilities in Canada*, 2000, Appendix B, pages 68-80. Saskatchewan data not currently available.

[2] Statistics Canada. *Family Violence In Canada: A Statistical Profile*. 2000

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KEY ACCOMPLISHMENTS

The Women's Secretariat is responsible for integrating the economic and social realities of women's lives into the development of government policies and programs. This is accomplished through the following three key objectives.

Objective: Increased reflection of issues affecting women in government policies.

To support this integration, the Women's Secretariat does ongoing work to:

- Facilitate the integration of gender-based analysis in government by providing expertise, consultation, presentations and written material;
- Partner with other government departments and agencies, as well as women's organizations, on projects that support women's equality;
- Liaise with federal-provincial/territorial counterparts to exchange information and to work on national issues;
- Review government policies, legislation and programs in their development, for impacts on women and recommend changes;
- Develop policy tools to assist decision-makers in understanding gender-based analysis to ensure gender equity; and,
- Participate on a variety of interdepartmental committees to bring women's perspectives to the table.

Areas of Focus

Economic Equality and Security

- ***Economic Indicators***

In co-operation with Status of Women Canada, the Secretariat led the Federal-Provincial/Territorial work on developing a set of economic gender equality indicators. An updated set of gender equality indicators was released by Statistics Canada in its publication *Canadian Social Trends* in March 2001. This set of indicators provides

a comprehensive picture of women's social and economic status, and can be used to monitor changes and trends over time. This information provides a foundation for gender-based analysis and the development of gender sensitive public policy.

- ***Federal-Provincial/Territorial Strategic Framework***

  In co-operation with departments and ministries responsible for the status of women across Canada, the Secretariat developed *Women's Economic Independence and Security: An F-P/T Strategic Framework*. The Strategic Framework presents socio-economic trends that affect women's opportunities and also examines major factors affecting women's experience, such as education; the wage gap; balancing work and family responsibilities; unpaid work; and issues of power and leadership. The Strategic Framework is intended as a planning tool, not just to guide F-P/T Ministers in their collaborative work, but also to assist interested individuals and women's groups in understanding and planning initiatives to advance women's economic equality.

- ***Women, Health and Poverty Project***

  Along with representatives from other provincial and federal government departments, the Secretariat participated on an advisory committee to review the results of the Women, Health and Poverty Project. The review involved assessing the work and lessons learned from seven projects, including impacts on government programs and community activities. The Advisory Committee provided guidance in planning and implementing the project, and reviewed documents produced by the researcher.

- ***Pay Equity***

  Pay equity continues to be implemented and now covers approximately 60,000 workers in government departments, C.I.C. Crown Corporations, Treasury Board Agencies, Boards and Commissions, SIAST and Regional Colleges, as well as the health sector.

  The Secretariat provides advice to government workplaces implementing pay equity. It also has representation on the Compensation Review Committee responsible for implementing the Pay Equity Policy Framework in the public sector.

Interdepartmental and Intergovernmental Work

- ***Document Review***

  Applied gender-based analysis to review proposals, strategy papers and decision items to advise government on their predicted or potential impacts on women.

- ***Action Plan for Children***

  Continued to provide research and analytical support to the Action Plan for Children

Steering Committee. The Action Plan is a long-term provincial strategy that provides an integrated approach to government and community-based programming for children, youth and families.

- ***Human Services Integration***

  Participated in the Human Services Integration Advisory Committee and the Regina Regional Intersectoral Committee (RIC).

- ***Committee Participation***

  In addition to the above, the Secretariat participates on a wide variety of committees and projects dealing with the following issues: employment equity; family violence and violence against women; Aboriginal economic development; early childhood development; disability issues; poverty; housing and homelessness; and other issues.

Status of Women Ministers' Conference

Attended the annual Status of Women Ministers' Conference in Vancouver, BC. Addressed key issues such as women's economic independence and security; taxation; violence against women and women's health; and best practices in gender-based analysis.

Future Plans:

- Develop and promote a detailed strategy framework to guide the integration and monitoring of gender-based analysis in government decision-making processes.
- Conduct gender-based analysis of targeted government agencies, policies, programs and procedures.
- Develop strategies for action based on the publication ***Profile of Aboriginal Women In Saskatchewan***.

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- Conduct gender-based analysis of targeted government agencies, policies, programs and procedures.
- Develop strategies for action based on the publication ***Profile of Aboriginal Women In Saskatchewan***.

Objective: Improved information to support policy decisions impacting women.

To support this objective, the Women's Secretariat does ongoing work to:

- Conduct research and policy analysis on issues that affect women;
- Develop appropriate measurement tools, such as the economic gender equality indicators, to evaluate progress towards women's equality; and,
- Develop opportunities for decision-makers to learn how to use policy tools that help identify needs of women.

Areas of Focus

Economic Equality and Security

- ***Statistical Updates***

  The Secretariat developed statistical updates on women's employment and education, as well as updates on diverse groups of women, including Aboriginal women, immigrant women, rural women, senior women and visible minority women.

Women's Well-Being

- ***Housing***

  Worked with representatives from community-based agencies, the university, other government departments and health care professionals to support the investigation of the housing needs of women with mental health issues in Regina. The results of the study are co-published by the Social Policy Research Unit and the Regina YWCA, in a report entitled *Supportive Housing Needs of Women with Mental Health Issues*.

- ***Unpaid Work***

  The Women's Secretariat chairs a committee composed of representatives from Social Services and the University of Regina, that is undertaking an in-depth examination of the situation of individuals in households where one or more of the members does paid work in the home, which includes many farm households. Particular attention is devoted to understanding the effect of working at home on the time spent doing unpaid child care in households with children under the age of five. Implications for public policy development will be considered.

- ***Work and Family***

  In support of the creation of the Work and Family Unit in the Department of Labour, the Women's Secretariat provided a staff member, on a half-time basis, to fulfill the role of program consultant and to assist with the developmental work involved in establishing the operational base and infrastructure for the Unit.

  The Women's Secretariat and Work and Family Unit also entered into a partnership in which initial conceptualization and planning was undertaken for a publication that will profile work and family practices in Saskatchewan workplaces.

Equity

- ***Aboriginal Government Employees' Network (AGEN)***

  Represented the Women's Secretariat on the AGEN Provincial Steering Committee, as well as Lead of the AGEN Networking, Partnership and Communication Portfolio. AGEN is committed to working in partnership with government and Crown Corporations, to seek ways to elevate the employment of Aboriginal people from an issue of equity to an issue of economic necessity and prosperity for the province.

- ***Disability Issues Steering Committee***

  Continued to participate on the Officials Steering Committee on Disability Issues, and provided facilitation support for the extensive community consultation process regarding the draft Disability Action Plan.

- ***Saskatchewan Visible Minority Employees Association (SVMEA)***

  Participated on the SVMEA Executive Committee and chaired the Membership Committee. SVMEA was formed to establish a network to support the development of the full, free and equal participation of visible minorities in Saskatchewan. SVMEA works to advocate on behalf of and support visible minority employees, and to facilitate the achievement of diversity, multiculturalism, and employment and education in this province.

Provincial Conference on Gender-Based Analysis

The Women's Secretariat sponsored a provincial conference, entitled *If Gender Mattered...Policy and Strategies to Advance Women's Equality.*

The conference was attended by approximately 300 individuals from government, unions and community organizations. Keynote speakers addressed: the socio-economic, cultural and ideological differences between Aboriginal and non-Aboriginal women as a means of exploring points of connection; and, the need for progressive strategies to support women's advancement in the workplace.

A series of concurrent sessions were held on a number of issues, including: women's unpaid work; Aboriginal women and leadership; women's poverty; workplace violence and abuse; as well as other topics.

Future Plans:

- Develop statistical updates on income, unpaid work, single parent women and women with disabilities.
- Promote the use of indicators, policy tools and frameworks.
- Update indicators on the status of Saskatchewan women.
- Work with F-P/T colleagues to develop statistical indicators on violence.
- Enhance policy content on the Women's Secretariat website.
- Work with F-P/T counterparts to operationalize the Women's Economic Independence and Security Framework.
- Determine performance measures and develop surveys and/or mechanisms to establish a baseline of data for measuring performance.
- Develop a profile of work and family practices in Saskatchewan workplaces.

Objective: Increased knowledge and capacity of community to address status of women issues.

To support this objective, the Women's Secretariat does ongoing work to:

- Consult and liaise with the women's community, and advise government of their issues and concerns;
- Facilitate the building of skills, networks, leadership and research capacity among women's equity-seeking organizations;
- Develop and deliver workshops on a variety of subject areas that affect women;
- Organize and/or sponsor conferences, information meetings, special events and activities for women and women's organizations;
- Work within government and with community partners to develop integrated community-based responses to family violence;
- Develop targeted resources for women's organizations, schools and broader community groups that communicate information on key issues relating to the social and economic well-being of women; and,
- Work with the media to communicate with the public.

Areas of Focus

Economic Equality and Security

- ***Statistical Updates***

  The Secretariat published and distributed statistical updates on women's employment and education, Aboriginal women, rural women, visible minority women, senior women and immigrant women. These updates were also placed on the Secretariat's website in PDF format.

Women's Well-Being

- ***Women and Problem Gambling***

  Acted as co-chair, with the Canadian Mental Health Association of Saskatchewan (CMHA) Problem Gambling Community Program, to conduct a consultation with representatives of women's organizations about the unique challenges that women face with regard to problem gambling, and how this can inform the development of effective public education materials and interventions.

- ***Women's Health***

  Continued to work in co-operation with representatives of the Prairie Women's Health Centre of Excellence, Saskatchewan Health and the Regina Health District to develop a strategy for the integration of gender-based analysis into the health planning and health needs assessment processes, including the conceptualization of a workshop on Gender-Based Analysis and Health Planning for Regina Health District personnel.

Special Initiatives and Events

- ***International Women's Day/Month (IWD) – March 8***

  One hundred and one Saskatchewan community-based organizations received a one-time, $500 grant to sponsor an International Women's Day/Month activity or event.

  The program was designed to give groups an opportunity to profile their organization and the work they do to advance women's equality. It also allowed groups to recognize and appreciate the efforts of women in the community for their commitment and leadership.

  In addition to the grant program, an information kit was developed including information on the history of IWD, a quiz, puzzles, a bookmark and a 'Did You Know' section on firsts for women.

- ***Moms on the Move (MOM) Scholarship Program***

  The Secretariat awarded ten Saskatchewan post-secondary students with $1000 scholarships. Students were single parents who had successfully completed one year of full-time post-secondary study and were enrolled in their second year of study.

  The awarding of scholarships was based on student need, geographical location, individual achievement and passing grade. Members of equity groups were also a priority.

  Scholarships were designed to be applied directly to the recipient's outstanding student loan debt. Of the ten women receiving scholarships, six were employment equity candidates – three Metis women, one First Nations woman, one member of a visible minority group, and one person with a disability.

  To promote the MOM Scholarship Program, the Secretariat developed an informational brochure with application form, poster, print advertisements and media releases. Program information and the application form were also highlighted on the department website and in the department newsletter IMPACT.

- ***Women's History Month (October)***

  A calendar of events detailing the many activities planned in recognition of Women's History Month was developed and distributed to Saskatchewan individuals, groups and organizations interested in women's issues.

Women's History Month celebrates the historical contributions women have made to Canadian society.

Proclamations

- ***Sexual Assault Awareness Week***

  The Minister proclaimed Sexual Assault Awareness Week April 2 – 8, 2000, at the request of Sexual Assault Services of Saskatchewan (SASS). Previously, activities were limited to a provincial Sexual Assault Awareness Day. In order to better increase public awareness on the issues surrounding sexual abuse and assault, it was officially extended to one week.

- ***Purple Ribbon Awareness Week***

  At the request of the Saskatchewan Battered Women's Advocacy Network, Purple Ribbon Awareness Week was proclaimed from May 14 to 20. Purple Ribbon Awareness Week encourages the community to commemorate the women who have died through acts of violence by their partners, and raises awareness about the issue of violence against women. The week ends on Mother's Day.

- ***Battered Women's Awareness Week***

  November 30th to December 6th was proclaimed Battered Women's Awareness Week at the request of the Provincial Association of Transition Houses of Saskatchewan.

  The week ends on December 6th, Canada's National Day of Remembrance and Action on Violence Against Women. This day commemorates the tragic killing of 14 young women engineers in Montreal.

  The White Ribbon Campaign and the YWCA Rose Button Campaign are also held during this time. White ribbons are worn by men to raise awareness about violence against women.

Community Liaison

The Women's Secretariat consults and liaises with a number of partners, including women's groups, community organizations and university-based researchers.

- ***RESOLVE***

  Participated on the Saskatchewan committee of the tri-provincial Research and Education for Solutions to End Violence and Abuse (RESOLVE) network. Located at the University of Saskatchewan, RESOLVE Saskatchewan partnered with a number of community organizations to assist in various phases of their research projects.

- ***Prairie Social Cohesion Project***

  Participated, along with other provincial and federal departments and a number of organizations, as a partner in the Prairie Social Cohesion Project, based at the University of Regina. The main goal of the

project, which is funded by the Social Sciences and Humanities Research Council, is to enhance multi-disciplinary research in the area of social cohesion.

- ***Hot Peach Pages***

  The Provincial Association of Transition Houses of Saskatchewan (PATHS) and SaskTel have partnered to include an Abuse Help Line Page in all Saskatchewan phone books. This page is based on PATHS' Hot Peach Pages, a fact sheet that provides information on abuse and lists agencies that victims can access for help. The Women's Secretariat provided PATHS with funding to promote the existence of the Hot Peach Pages in Saskatchewan telephone books.

- ***Redefining Productivity Project***

  The Women's Secretariat is one of the partners in this project, which brings together a multi-disciplinary team of researchers at the University of Regina and the Saskatchewan Institute of Public Policy. Five teams of researchers will use a range of qualitative and quantitative research methods to investigate topics such as: how historical ideas of productivity have impacted public policy; how the question of productivity affects education and training programs; how attempts to increase productivity impact the work of human service workers; how issues of productivity related to health services restructuring impact women's paid and unpaid work; and how rethinking productivity relates to the situation of individuals in receiving social assistance. The Secretariat will concentrate its efforts on the theme of restructuring health services, and its impact on women's paid and unpaid work.

- ***Ongoing Liaison***

  Consulted and liaised on a regular basis with women's groups, community-based agencies and independent researchers working in the following areas: taxation; housing and homelessness; unpaid work; rural and farm women's issues; First Nations and Métis women's issues; violence against women; immigrant and visible minority women's issues; women with disabilities issues; gender-based analysis; and other issues.

Workshops and Presentations

Developed and delivered workshops and presentations on a variety of topics, including: sexual harassment; gender-based analysis; the role of the Women's Secretariat; and gender equality.

Information Distribution

Provided information and referral services to the public and other government departments on issues that impact women. Information provided included statistics on the status of women and other research material; resource materials; and referrals to organizations and/or departments regarding particular concerns. Published two newsletters, seven statistical updates, and an International Women's Day kit. Distributed over 51,000 publications such as fact sheets, brochures and booklets to schools, churches, governments, community agencies, libraries and individuals.

Future Plans:

- Make evidence-based research, information and educational materials available to public and key stakeholders on a broad range of issues related to the status of women, through various communications mediums.
- Identify opportunities for dialogue with stakeholders in the public, private and community-based sectors.
- Work with partners to examine the trends and issues of home-based workers, including rural and farm women, and identify implications for public policy.
- Advance the government's work and family initiative.
- Work collaboratively with stakeholders on research, projects and initiatives to improve the status of women.
- Continue to work with representatives of the Prairie Women's Health Centre of Excellence, Saskatchewan Health and the Regina Health District to support the delivery of training on gender-based analysis, and to advance the development of practical tools for integrating gender considerations into health needs assessments and health planning processes.
- Develop and publish information materials and special initiatives for International Women's Day and Women's History Month.
- Publish statistical updates on income, unpaid work, single parent women and women with disabilities.
- Update and publish the 2002 Saskatchewan Women's Directory.

FINANCIAL STATEMENT

Saskatchewan Women's Secretariat - Total Expenses and Employees
{$ Amounts in Thousands of Dollars, Employee Counts in Full-Time Equivalents (F.T.E.)*}

Expenses	2000-01 Budget $	2000-01 Budget F.T.E.	2000-01 Actual $	2000-01 Actual F.T.E.
Total	1,169	14.0	1,149	12.1

*Full-Time Equivalents refers to number of full-time positions.

The Women's Secretariat's budget includes the following areas:

1. Policy Co-ordination and Communications

Integrate women's issues into government planning and decision-making through research and policy analysis. Inform key stakeholders and the public about issues that affect the economic, social and political lives of women.

Expenses	2000-01 Budget $	2000-01 Budget F.T.E.	2000-01 Actual $	2000-01 Actual F.T.E.
Total	1,087	14.0	1,069	12.1

2. Accommodation and Central Services

Provides for payments to Saskatchewan Property Management Corporation for office accommodation, mail and photo services, records management and minor renovation services.

Expenses	2000-01 Budget $	2000-01 Budget F.T.E.	2000-01 Actual $	2000-01 Actual F.T.E.
Total	82	N/A	80	N/A

Definitions:

Economic Independence

Economic independence for women requires equal access to a full range of economic opportunities, resources and benefits.

Economic Security

Building and safeguarding the capacity to meet economic needs, even when individuals cannot provide these needs. Social programs and income supports are important elements of women's economic security.

Employment equity

Ensuring that all members of society have fair and equal access to employment, training and advancement, and a positive working environment. It involves developing measures that remove barriers for designated groups – women, Aboriginal people, people with disabilities, and members of a visible minority group – in order to have a workforce that reflects the diversity of the population.

Gender-Based Analysis

Also referred to as gender-inclusive analysis, it is the process used to examine the differential impacts programs and policies have on women and men.

Pay Equity

Employees receive the same pay when jobs are determined to be equal in value. Value is determined by evaluating skill, effort, working conditions and responsibility required to do a job, as well as the conditions under which the work is conducted.

Social Cohesion

Social cohesion is the ongoing process of developing a community of shared values, shared challenges and equal opportunity, based on a sense of trust, hope and reciprocity among all citizens.

Social Union Framework

A framework for co-operation between federal and provincial governments, except Quebec, to work together to meet the needs of Canadians according to a set of principles.

Unpaid Work

Domestic labour, the majority of which is done by women, is essential to our society and our economy, but historically has been ignored. In 1996, the Census of Canada collected, for the first time, information about the amount of unpaid work in three areas: housework, child care and elder care. While unpaid work can take other forms such as volunteer work in a community context, these three categories of unpaid work are of greatest interest to the Women's Secretariat.